



RESOLUTION

APPROVING COLLECTIVE BARGAINING COST ITEMS FOR THE HAWAII GOVERNMENT EMPLOYEES ASSOCIATION BARGAINING UNIT 14 INCLUDED EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU.

WHEREAS, Chapter 89, Hawaii Revised Statutes (HRS), establishes a statewide collective bargaining process for public employees; and

WHEREAS, pursuant to Chapter 89, HRS, the employers and representatives of Bargaining Unit 14 (Hawaii Government Employees Association) began negotiations in June 2018, concerning a Collective Bargaining Agreement for the employees in the bargaining unit; and

WHEREAS, negotiation and mediation efforts were unsuccessful and an arbitrator appointed by the parties rendered an award on April 15, 2020; and

WHEREAS, the new Collective Bargaining Agreement makes adjustments to wages and other non-wage cost items and is effective from July 1, 2019 through June 30, 2021; and

WHEREAS, pursuant to Section 89-11(g), HRS, the wage and non-wage cost items are subject to appropriations by the respective legislative bodies; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that it approve the collective bargaining cost items for the Bargaining Unit 14 included and civil service excluded managerial employees of the City and County of Honolulu, a summary of which is attached as Exhibit A; and



CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. 20-98

RESOLUTION

BE IT FINALLY RESOLVED that copies of this Resolution be transmitted to the Mayor and Director of the Department of Human Resources.

INTRODUCED BY:

 (br)

DATE OF INTRODUCTION:

APR 23 2020

Honolulu, Hawaii

Councilmembers

**COLLECTIVE BARGAINING REPORT TO CITY COUNCIL
HGEA AGREEMENT FOR BARGAINING UNIT 14**

The current collective bargaining agreement for Bargaining Unit 14 with the Hawaii Government Employees Association (HGEA) expired on June 30, 2019. Negotiations for successor agreements began in June 2018. The Hawaii Labor Relations Board declared impasse on December 10, 2018, and the parties selected Arbitrator Kathryn Whalen as the neutral arbitrator. Hearings were conducted in Honolulu, Hawaii, from January 13, 2020 through January 24, 2020. A final and binding decision on the Bargaining Unit 14 interest arbitration was rendered on April 15, 2020.

The City has 234 employees included in Bargaining Unit 14 (As of April 15, 2020) in the Honolulu Emergency Services Department, Ocean Safety Division.

Summary of Collective Bargaining Agreement

I. Duration

The agreement is effective from July 1, 2019, to and including June 30, 2021.

II. Salaries

A. Effective 7/1/19

1. 4.5% across the board salary increase.
2. Continue existing step movement plan.

B. Effective 7/1/20

1. 4.5% across the board salary increase.
2. Continue existing step movement plan.

The City's estimated increase in salary costs for BU 14:

FY20	\$678,558
FY21	\$1,525,750
TOTAL	\$2,204,308

III. Employer-Union Health Benefits Trust Fund (EUTF)

A. Effective 7/1/19, the Employer will pay specific dollar amounts for the PPO and HMO plans which increase the Employer contribution rates an average of approximately 3% from the previous year. The Employer contribution shall be capped at 84.3% of the total premium. The Employer will pay specific monthly contributions which are generally equivalent to 60% of the premium cost and 60% of the administrative fees for all other plans except the life insurance plan (for which the Employer shall pay 100% of the premiums and fees).

B. Effective 7/1/20, the Employer will pay specific dollar amounts for the PPO and HMO plans which increase the Employer contribution rates an average of approximately 10% from the previous year. The Employer contribution shall be capped at 84.3% of the total premium. The Employer will pay specific monthly contributions which are generally equivalent to 60% of the premium cost and 60% of the administrative fees for all other plans except the life insurance plan (for which the Employer shall pay 100% of the premiums and fees).

The following chart summarizes the City's estimated increase to EUTF costs for the two-year period for bargaining unit 14:

EUTF COSTS FOR BARGAINING UNIT 14		
FY 2020	FY 2021	TOTAL
\$42,934	\$182,837	\$225,771

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII
C E R T I F I C A T E

RESOLUTION 20-98

Introduced: 04/23/20 By: IKAIKA ANDERSON – BY REQUEST Committee: BUDGET

Title: RESOLUTION APPROVING COLLECTIVE BARGAINING COST ITEMS FOR THE HAWAII GOVERNMENT EMPLOYEES ASSOCIATION BARGAINING UNIT 14 INCLUDED EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU.

Voting Legend: * = Aye w/Reservations

06/17/20	BUDGET	CR-152 – RESOLUTION REPORTED OUT OF COMMITTEE FOR ADOPTION. 3 AYES: ELEFANTE, MANAHAN, WATERS. 2 EXCUSED: MENOR, PINE.
07/08/20	COUNCIL	CR-152 AND RESOLUTION 20-98 WERE ADOPTED. 9 AYES: ANDERSON, ELEFANTE, FUKUNAGA, KOBAYASHI, MANAHAN, MENOR, PINE, TSUNEYOSHI, WATERS.

I hereby certify that the above is a true record of action by the Council of the City and County of Honolulu on the RESOLUTION.



GLEN I. TAKAHASHI, CITY CLERK



IKAIKA ANDERSON, CHAIR AND PRESIDING OFFICER